

LEADERSHIP BOARD RESPONSIBILITIES

What Does the Leadership Board Do?

The Leadership Board is tasked with overseeing the life and activities of Mt Zion, leading the congregation in its mission, supporting the staff in their ministry, overseeing the gifts and blessings in possession of the congregation (e.g. finances and property), and being an example to others in the congregation of faithful living.

The top of the Leadership Board's focus is how this congregation is living out and living into the Gospel. Is Mt Zion an expression of God's Good News to the members, the guests and visitors, those actively participating in any of Mt Zion's ministries, and our neighbors? Is Mt Zion providing the Good News people in the community need? Are people growing in faith, hope, and love at Mt Zion? Does Mt Zion practice repentance and forgiveness when sin happens? Are people coming to know Christ and being empowered to pick up their crosses and follow Jesus?

** A detailed articulation of what living out the Gospel means can be found in the Appendix of this document or in Chapter 4 of Mt Zion's Constitution.*

** Please note that even if a duty is delegated, the Leadership Board remains ultimately responsible.*

As the Leadership Board as a whole, members are expected to:

- Keep the congregation informed of Leadership Board decisions and involve the congregation as much as possible in ongoing decisions and strategic plans.
- Support the pastor(s) and deacon(s), not just in their ministry but in their well-being.
- Ensure adequate structures are in place to meet the spiritual needs of the congregation and provide appropriate care to the members and close friends of the congregation.
- Ensure the decisions of the congregation are carried out.



Appendix A

Purpose of this Congregation

***C4.01. The Church is a people created by God in Christ, empowered by the Holy Spirit, called and sent to bear witness to God's creative, redeeming, and sanctifying activity in the world.**

***C4.02. To participate in God's mission, this congregation as a part of the Church shall:**

- a. Worship God in proclamation of the Word and administration of the sacraments and through lives of prayer, praise, thanksgiving, witness, and service.
- b. Proclaim God's saving Gospel of justification by grace for Christ's sake through faith alone, according to the apostolic witness in the Holy Scripture, preserving and transmitting the Gospel faithfully to future generations.
- c. Carry out Christ's Great Commission by reaching out to all people to bring them to faith in Christ and by doing all ministry with a global awareness consistent with the understanding of God as Creator, Redeemer, and Sanctifier of all.
- d. Serve in response to God's love to meet human needs, caring for the sick and the aged, advocating dignity and justice for all people, working for peace and reconciliation among the nations, standing with the poor and powerless, and committing itself to their needs.
- e. Nurture its members in the Word of God so as to grow in faith and hope and love, to see daily life as the primary setting for the exercise of their Christian calling, and to use the gifts of the Spirit for their life together and for their calling in the world.
- f. Manifest the unity given to the people of God by living together in the love of Christ and by joining with other Christians in prayer and action to express and preserve the unity which the Spirit gives.

***C4.03. To fulfill these purposes, this congregation shall:**

- a. Provide services of worship at which the Word of God is preached and the sacraments are administered.
- b. Provide pastoral care and assist all members to participate in this ministry.
- c. Challenge, equip, and support all members in carrying out their calling in their daily lives and in their congregation.
- d. Teach the Word of God.
- e. Witness to the reconciling Word of God in Christ, reaching out to all people.
- f. Respond to human need, work for justice and peace, care for the sick and the suffering, and participate responsibly in society.
- g. Motivate its members to provide financial support for this congregation's ministry and the ministry of the other expressions of the Evangelical Lutheran Church in America.
- h. Foster and participate in interdependent relationships with other congregations, the synod, and the churchwide organization of the Evangelical Lutheran Church in America.
- i. Foster and participate in ecumenical relationships consistent with churchwide policy.

Duties of Congregation Members

***C8.04. It shall be the privilege and duty of members of this congregation to:**

- a. Make regular use of the means of grace, both Word and sacraments.
- b. Live a Christian life in accordance with the Word of God and teachings of the Lutheran church.
- c. Support the work of this congregation, the synod, and the churchwide organization of the Evangelical Lutheran Church in America through contributions of their time, abilities, and financial support as biblical stewards.

Duties of Leadership Board

C12.04. The Leadership Board shall have general oversight of the life and activities of this congregation, and in particular its worship life, to the end that everything be done in accordance with the Word of God



and the faith and practice of the Evangelical Lutheran Church in America. The duties of the Leadership Board shall include the following:

- a. To lead this congregation in stating its mission, to do long-range planning, to set goals and priorities, and to evaluate its activities in light of its mission and goals.
- b. To seek to involve all members of this congregation in worship, learning, witness, service, and support.
- c. To oversee and provide for the administration of this congregation to enable it to fulfill its functions and perform its mission.
- d. To maintain supportive relationships with the rostered minister(s) and staff and help them annually to evaluate the fulfillment of their calling or employment.
- e. To be examples individually and corporately of the style of life and ministry expected of all baptized persons.
- f. To promote a congregational climate of peace and goodwill and, as differences and conflicts arise, to endeavor to foster mutual understanding.
- g. To arrange for pastoral service during the sickness or absence of the pastor.
- h. To emphasize support of the synod and churchwide organization of the Evangelical Lutheran Church in America as well as cooperation with other congregations, both Lutheran and non-Lutheran, subject to established policies of the synod and the Evangelical Lutheran Church in America.
- i. To recommend and encourage the use of program resources produced or approved by the Evangelical Lutheran Church in America.
- j. To seek out and encourage qualified persons to prepare for the ministry of the Gospel.

C12.05. The Leadership Board shall be responsible for the financial and property matters of this congregation.

- a. The Leadership Board shall be the board of trustees of this congregation and, as such, shall be responsible for maintaining and protecting its property and managing its business and fiscal affairs. It shall have the powers and be subject to the obligations that pertain to such boards under the laws of the State of Wisconsin, except as otherwise provided herein.
- b. The Leadership Board shall not have the authority to buy, sell, or encumber real property unless specifically authorized to do so by a meeting of this congregation.
- c. The Leadership Board may enter into contracts of up to \$15,000 for items not included in the budget.
- d. The Leadership Board shall prepare an annual budget for adoption by this congregation, shall supervise the expenditure of funds in accordance therewith following its adoption, and may incur obligations of more than \$15,000 in excess of the anticipated receipts only after approval by a Congregation Meeting. The budget shall include this congregation's full indicated share in support of the wider ministry being carried on in collaboration with the synod and churchwide organization.
- e. The Leadership Board shall ascertain that the financial affairs of this congregation are being conducted efficiently, giving particular attention to the prompt payment of all obligations and to the regular forwarding of mission support monies to the synod treasurer.
- f. The Leadership Board shall be responsible for this congregation's investments and its total insurance program.

C12.06. The Leadership Board shall see that the provisions of this constitution, its bylaws, and the continuing resolutions are carried out.

C12.07. The Leadership Board shall provide for an annual review of the membership roster.

C12.08. The Leadership Board shall be responsible for the employment and supervision of the staff of this congregation. Nothing in this provision shall be deemed to affect this congregation's responsibility for the call, terms of call, or termination of call of any employees who are on a roster of this church.

C12.09. The Leadership Board shall submit a comprehensive report to this congregation at the annual meeting.